

A \$600 MILLION GAP IN 5 YEARS, \$3.7 BILLION GAP IN 10 YEARS

FAA PROPOSAL

Fully protects salary and benefits of entire existing workforce, “grandfathering” a 75% pay increase since 1998. No wage freeze: total compensation package still raises from \$166,000 to \$187,000 including \$140,000 in cash earnings. Controllers over new salary maximums get all federal locality increases and future agency/individual merit increases as lump sum monetary awards.

Introduces market-oriented pay scale, placing new hires on par with FAA safety inspectors, airways technicians, test pilots and other professionals. Also better aligns with GS pay in rest of civil service. Trainee entering in 2007 will enjoy compensation of \$127,600 by 2011, including \$93,400 in cash earnings.

Transitions controllers into same compensation plan as rest of FAA, offering merit-based increases every year that are closely linked to FAA safety and efficiency targets and individual job performance. Pay bands increase based on market data. Ends scheme of automatic annual increases that exceed the rest of civil service and FAA (average 10.71% a year since 1998).

Preserves 82% of premium pay (such as overtime, holiday, Sunday pay), while ending two wasteful perks that Congress and DOT IG have criticized that no other public servants get: a 10 % extra locality gross up (‘Controller Incentive Pay’, CIP) and 10% more for watching the floor during supervisor breaks (‘Controller In Charge’, CIC) even on one-man shifts.

Restores managers’ ability to run air traffic operations efficiently. Allows FAA to reduce staff on holidays when traffic falls, require full staffing during the busiest travel months, determine breaks based on safety needs, and assign paid administrative tasks. Requires business casual attire at work.

NATCA PROPOSAL

Freezes salary for all controllers (and new hires) in first year. Total compensation for existing workforce then increases to \$190,400 by 2011. Guarantees bigger annual pay raises than rest of FAA/civil service when contract ends. Adds benefits, including private school tuition for non-CONUS controllers; 100% “sell-back” of unused vacation time; and \$60,000 per head in student loan repayment.

Nominal changes to current pay scales that have put the base pay of 56% of controllers above GS-14 maximums. Barely reduces minimums (2.2%), cuts maximums by 9.2%. New hire pay continues to exceed rest of FAA peers. Keeps rules that pay trainees almost on par with full-time controllers.

Rejects performance-based compensation in any form. Retains all current pay rules, including guaranteed raises above rest of FAA peers and civil service, hidden pay compounding, and automatic annual adjustments in pay “caps.” Keeps arcane pay retention rules that preserve salaries even when facility levels they are linked to decline due to falling traffic.

Protects 100% of premium pay, including controversial NATCA-only bonuses (CIP and CIC pay). Ensures that 10% of workforce will still earn more in cash than Members of Congress. Guarantees a minimum of two hours of overtime pay, any time a controller comes in early or stays late, no matter how much they work.

Prevents supervisors from matching staffing levels to traffic. Guarantees “prime time” two-week vacation during high volume summer months, increasing overtime expenses. Requires extra compensation if controllers are held one minute past break time, even if their total workday is not longer. Permits casual dress (tank tops, flip flops) unless “dignitary” visits with 48-hours advance notice.